

Organizational Improvement Council

Purpose Statement:

To study tangible and intangible organizational issues, and to recommend policy or action items to department administration for implementation to resolve issues that interfere with optimal organizational functioning

Team Goals:

SDE student achievement goals will be better accomplished as a result of improvement recommendations of the Organizational Improvement Council.

To increase the quality and effectiveness of the SDE to carry out our mission of leadership for our state through internal problem solving and enhanced collaboration among our teams and bureaus

To increase the use of uniform and common policies and procedures for all school district and charter school applications and reports, internal operations, and customer relations.

Council Objectives, Evaluation Indicators, and Timeline:

Decrease the number of SDE employee tangible issues and challenges by 20 percent by June 30, 2006.

Increase positive climate within the department from the initial baseline as measured by a climate survey.

Council Membership:

Bob West (Team Lead)	Jana Jones	Rich Mincer
Nancy Grigsby	Alicia Kanupp	Shannon Page
Debra Stage	Peggy Temple	Patty Toney
Marybeth Flachbart	Pat White	

Council Characteristics:

Council membership represents all levels of the SDE from each bureau and the administration.

Scope and Boundaries:

The council will appoint action teams to carry out specific studies and make specific proposals to the council to resolve issues. When adopted and/or refined, action team proposals will be approved by the council. The council will submit recommendations to the State Superintendent for final approval.

Commitment:

The council will usually meet on the first Wednesday of each month from 9 to 11 am.